**Council of Chairs Statement on Proposed Governance Plan (9/9)**

We, the undersigned chairs of eighteen (of 24) academic departments at CSI, write to share our view of President Fritz’s new proposed governance plan for the College, intended to replace the existing plan approved in 2018 by vote at CSI and by the CUNY Board of Trustees. All instructional staff at CSI will have the opportunity to vote on this new plan in a referendum to be held from Monday, September 27, to Friday, October 1, 2021. “Instructional staff” consists of most CSI employees, including full- and part-time faculty, HEO’s, CLT’s, and many others, according to CUNY By-Laws: <https://policy.cuny.edu/bylaws/article-vi/#section_6.1>.

Top-level administrators wrote the new proposal and presented it to the college community in March 2021. It has been twice revised since. However, its most important and, in our view, critical defects have not been remedied. **Regretfully, we urge all instructional staff to vote no on this proposed plan.**

We recognize President Fritz has acted within his legal authority in proposing this new plan. To be sure, our existing Governance Plan is not perfect. For example, we believe the President’s proposal has usefully called attention to concerns about:

* Power-sharing and fostering broader participation on college committees.
* The organization and operation of the Personnel and Budget Committee.
* The need to stream-line curricular committees and, perhaps, to give division and school deans more authority and power in those settings.

However, profound flaws persist in this proposed plan, any one of which might be cause for grave concern, but, when taken together, lead us to conclude that the welfare of the college and its students require its rejection. Among these are that:

* The proposed plan forces each Division and School to create by-laws with no guidance on how those by-laws will be created, leaving much to be worked out in the future.
* The proposed plan replaces two campus-wide bodies, the College Council and Faculty Senate, with a single body, a “College Senate.” The College Council has three important standing committees— By-Laws, Budget, and Institutional Planning—which provide a forum for transparency and good-faith deliberation among administrators, staff, and faculty about major issues of the College. The new plan eliminates these and others.
* Faculty and staff consensus is less valued in the new plan than in the current one.
* The proposed plan limits faculty members to serving on one committee and service to two two-year terms, which ignores the actual number and distribution of faculty, placing a disproportionate service burden on smaller Schools and departments.
* The current Governance Plan provides for the election of adjunct faculty members to the Faculty Senate. The proposed plan does not guarantee representation for adjunct faculty, who teach the majority of our courses. This is too important to be left to chance
* Under the existing Governance Plan, amendments are submitted to a referendum of the instructional staff and adopted if approved by a majority of those voting (provided that at least 30% vote), and supported by the President and the Board of Trustees. In contrast, the new plan does not require amendments to be approved by the instructional staff.

Ultimately, many practical ideas from faculty, staff and others were not adopted.  In sum, many of us strongly object to the process through which this proposal has been developed and pursued, and all of us strongly oppose the fundamental substance of the new proposal.

**Please vote NO**.

Respectfully,

Zaghloul Ahmed, Physical Therapy

David Allen, Education

Cynthia Chris, Media Studies

Natalie Fischetti, Nursing

Ken Gold, Education

Ann Hays, Library

Qiao Sheng Hu, Chemistry

Carlo Lancellotti, Mathematics

Dan McCloskey, Psychology

Lucas Marchante-Aragon, World Languages and Literatures

Ananya Mukherjea, Sociology

Lee Papa, English

Michael Paris, Political Science and Global Affairs

Beatrix Reinhardt, Performing Arts

Christine Flynn Saulnier, Social Work

Simone Wegge, Economics

Mark White, Philosphy

John Wing, History